TIE Directors Conference, 12 Jun 01
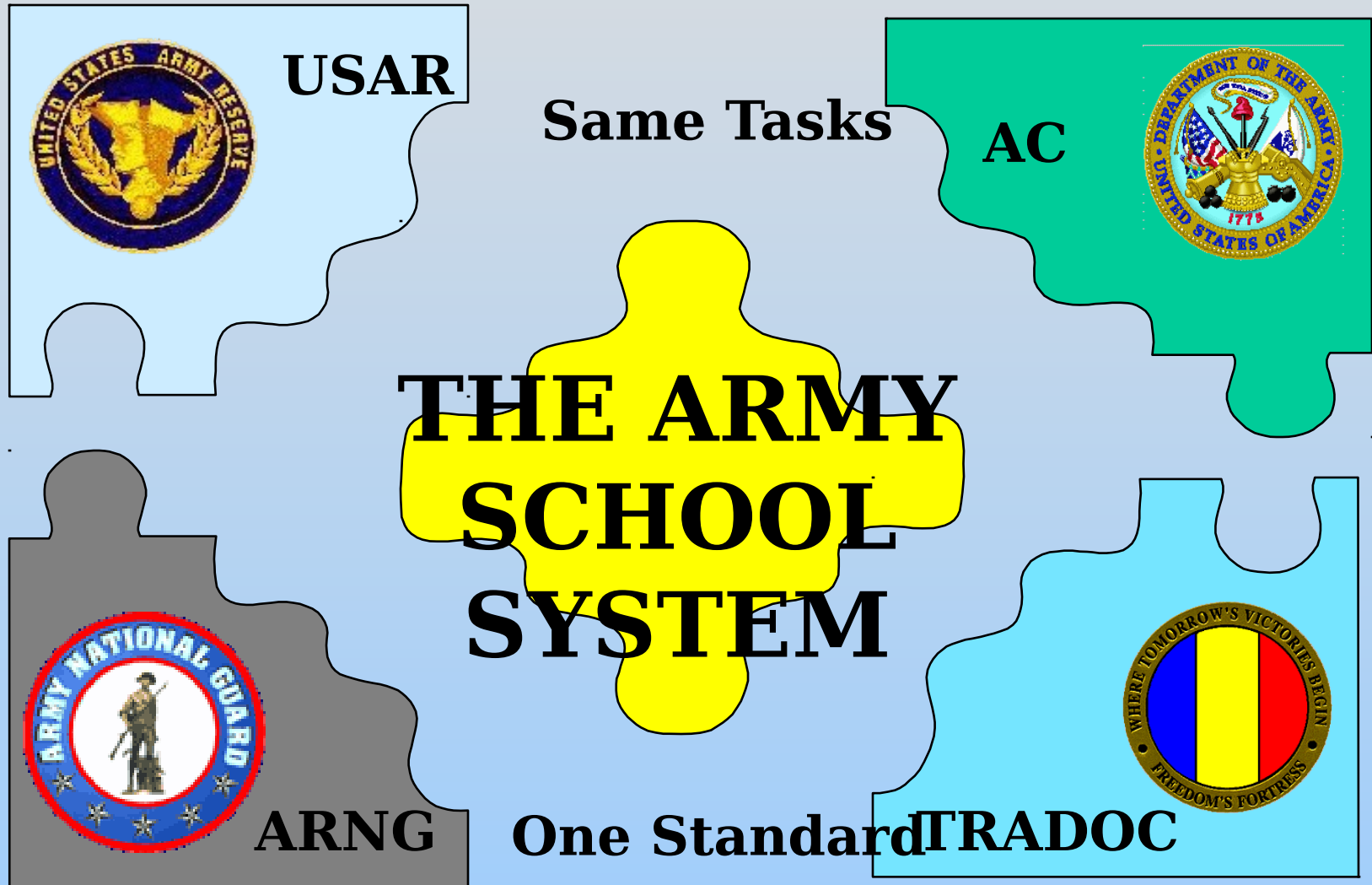
USAR

Same Tasks

AC

THE ARMY SCHOOL SYSTEM

ARNG

One Standard

TRADOC

WHERE TOMORROW'S VICTORIES BEGIN

09/05

OUTLINE

- ✓ **Goals and Objectives**

- ✓ **Accreditation Trends and Analysis**

- ✓ **ADRS**

- ✓ **TATS-C and DL Status**

- ✓ **RC Pre-SMDR Update**

- ✓ **TRADOC QA Cell**

OUTLINE

- ✓ **Media Campaign**

- ✓ **MOS 77F Reclassification Training**

- ✓ **Facilities**

- ✓ **350-18 Update**

- ✓ **TASS Strategic Plan**

- ✓ **NCOES Update**

- ✓ **Closing Comments**

PURPOSE

**Present an update on the status
of The Army School System
and various issues
impacting the
implementation of
The Army School System**

WHERE TOMORROW'S VICTORIES BEGIN

09/05

FY01 Execution vs. Objectives

	FY 00 Execution	FY 00 2nd Qtr Execution	FY 01 2nd Qtr Execution	FY 01 Objectives	FY 02 Objectives
Quota Utilization	85%	72%	89%	90%	90%
Class Conduct	74%	71%	77%	80%	85%
TATS -C Compliance	NA	NA	TBD	50%	75%
Title XI Fill	97%	93%	96%	98%	98%
Accreditation	94%	93%	98%	98%	98%
Ammo Utilization	69%	NA	NA	90%	95%

FY02 **<u>Proposed</u>** Goals and Supporting Objectives

- **(Goal)** Facilitate the improvement of institutional readiness
  - **(Objective)** Achieve 98% accreditation of all Reserve Component (RC) school training battalions
  - **(Objective)** TRADOC Quality Assurance (QA) Cell to begin accreditation of proponent school training battalions on 1 Oct 01
  - **(Objective)** Teach 75% of completed TATS courses
  - **(Objective)** Maintain 98% fill of Title XI soldiers

WHERE TOMORROW'S VICTORIES BEGIN

09/05

FY02 **<u>Proposed</u>** Goals and Supporting Objectives

- **(Goal)** Finalize the integration of The Army School System
  - **(Objective)** Develop a plan for the alignment of
    TR 350-18 with TRADOC Transformation
  - **(Objective)** Institutionalize the RC Pre-SMDR process
  - **(Objective)** Improve TASS awareness

WHERE TOMORROW'S VICTORIES BEGIN

09/05

FY02 **<u>Proposed</u>** Goals and Supporting Objectives

- **(Goal)** Facilitate the execution of training
  - **(Objective)** Achieve 90% quota utilization
  - **(Objective)** Achieve 85% class conduct rate
  - **(Objective)** Achieve 95% utilization of TRADOC ammunition

WHERE TOMORROW'S VICTORIES BEGIN

09/05

FY02 **Proposed** Goals and Supporting Objectives

- **(Goal)** Improve the TRADOC Title XI program
  - **(Objective)** Develop ODCSED TDA structure to accommodate **proposed** Title XI reductions
  - **(Objective)** Develop a program to measure the effectiveness of the Title XI training program
  - **(Objective)** Refine TR 350-18 guidance on use of Title XI personnel

09/05

FY02 **<u>Proposed</u>** Goals and Supporting Objectives

- **(Goal)** Improve the utilization of personnel / organizational resources
  - **(Objective)** Develop a training program for TRADOC Title 10 soldiers
  - **(Objective)** Develop a familiarization program for proponent school RC LNOs

The Army School System Trends and Analysis

Background

- This brief will cover the findings of the accreditation process from FY 97 - FY 00

- Currently there are 136 TASS BNs in the TASS system
  - 133 BNs are accredited
  - 1 BN has not been looked at for accreditation
  - 2 BNs are in a probation status

Accreditation

- The accreditation process revolves around evaluating the instruction of courses
- The Accreditation process involves a checklist with two parts
  - Part I- Training Support
  - Part II- Conduct of Training

Major Accreditation Insights Training Support

- Schools not adequately staffed (IAW TDA) to support training
  - 10% of the schools received a no-go in this area
- Students did not meet prerequisites (CRITICAL)
  - 9% of the schools received a no-go in this area
- School did not follow test control procedures (CRITICAL)
  - 9% of the schools received a no-go in this area

Major Accreditation Insights
Training Support

- Schools did not prepare/distribute AERs IAW references

  – 7% of the schools received a no-go in this area

- Instructors did not meet qualification or certification requirements (CRITICAL)

  – 6% of the schools received a no-go in this area

- Schools do not conduct internal Instructor eval

  – 6% of the schools received a no-go in this area

Major Accreditation Insights Training Support

- All short comings from previous accreditations were not corrected (CRITICAL)
  - 6% of the schools received a no-go in this area

Major Accreditation Insights
Conduct of Training

- Unsafe training practices observed (CRITICAL)
  - 6% of the schools received a no-go in this area

- Student enrollment exceeded Instructor/student ratios and/or equipment/student ratios (CRITICAL)
  - 4% of the schools received a no-go in this area

- Not in compliance with standards of TSP/Lesson Plans (CRITICAL)
  - 4% of the schools received a no-go in this area

Major Accreditation Insights Conduct of Training

- School does not have required equipment in serviceable condition (CRITICAL)
  - 5% of the schools received a no-go in this area

Current Accreditation Cycle

- During the 1st and 2nd Quarter FY 01
  - Failure to ensure proper test control procedures (CRITICAL)
    - Signing tests out
    - Answer key control
    - People on orders to manage Test Control Process

Overall Assessment

The primary factor that hinders accreditation is the

Chain of Command must enforce accountability and responsibility to ensure accreditation Success

The lack of leadership interest has profound effects at all levels

Leadership Challenges

- At Customer Units

  – Ensure students have completed Pre-Execution Checklist

    - The intent of this checklist is to ensure the unit commander certifies that the soldier meets the requirements to attend the course

WHERE TOMORROW'S VICTORIES BEGIN

Leadership Challenges

- At TASS Bns

  - Instructor certification process

  - Test control procedures

  - Compliance with approved POI

  - Compliance with safety requirements/responsibilities

  - Equipment meets serviceability standards

WHERE TOMORROW'S VICTORIES BEGIN

Leadership Challenges

- At TIEs

  - Issue resolution process

  - External assessments of Bns in the window

  - Use of Title XI personnel

  - Equipment issues

WHERE TOMORROW'S VICTORIES BEGIN

Leadership Challenges

- At Proponent Schools

  – Standardization of Accreditation principles

Leadership Challenges

- At DCSED

  – Enforce three-year accreditation cycle to manage funds more effectively

  – Resolve policy issues

  – Enforce policy

Summary

- Maintain standards

- Accreditation status is highest ever with 133 of 136 TASS Bns accredited

- Accreditation is not just a three-year cycle; It's everyday!

- We must have *LEADERSHIP* influence

ADRS
FY 01-05

- **No unresolved Phase 1 problems at this time**
- **Phase 2 announced in ARNG Command Plan**
- **Requirements have been identified in 03-07 POM**
- **Phase 2 effects Regions A, C, and E**
- **Majority of requirements are in the following MOS':**
  - **88M – 3732 req, 54%**
  - **54B – 603 req, 9%**
  - **52D – 382 req, 6%**
  - **77F – 332 req, 5%**
  - **95B – 200 req, 3%**
  - **92A – 180 req, 3%**

ARMY DIVISION REDESIGN STUDY (ADRS) TRAINING

- **Phase I FY 00-05**
  - **Approx. 6,500 Soldiers to train (on track)**
  - **11 MOSs Comprise 86% of Reclass Requirement**

- **Phase II FY 01-07**
  - **Approx. 8,000 Soldiers to train**
  - **14 MOSs Comprise 81% of Reclass Requirements**

- **Phase III & IV**
  - **Dependent on Army Transformation Initiatives**

CURRENT TRADOC POSITION ON PROPOSED TITLE XI POSITION REDUCTIONS

TRADOC HAS SUBMITTED A RECLAMA VIA FORSCOM TO CSA REQUESTING RETENTION OF ALL 101 PROPONENT SCHOOL TITLE XI POSITIONS

TRADOC Title XI Program_

HQ, TRADOC (11)
- Standards
- Certification
- AC to RC Support

Proponent Schools (101)
- POI Development
- Accreditation / Evaluation

Battalions (261)
- Instructor Management
- Tng Support
- Functionally Aligned Instruction

TIE (32)
- Regional Coordination
- Resource Management
- Ammo Management
- Quality Control

OCONUS (10)
USAEUR/USARPAC/PR/ VI
- Instructor Management
- Tng Support
- Functionally Aligned Instruct

415 - Title XI Soldiers

97% Fill

WHERE TOMORROW'S VICTORIES BEGIN

09/05

3
0

TRADOC Title XI Program Proposed Reductions

HQ, TRADOC (11)
- Standards
- Certification
- AC to RC Support

Proponent Schools (101)
- POI Development
- Accreditation / Evaluation

Battalions (261)
- Instructor Management
- Tng Support
- Functionally Aligned Instruction

TIE (32)
- Regional Coordination
- Resource Management
- Ammo Management
- Quality Control

OCONUS (10)
USAEUR/USARPAC/PR/ VI
- Instructor Management
- Tng Support
- Functionally Aligned Instruct

Total proposed reductions are 144 out of 415, a 35% reduction

WHERE TOMORROW'S VICTORIES BEGIN

3

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Impact of Proposed Title XI Reductions to TRADOC

- **Loss of Title XI positions at the proponent school negate proponent school's accreditation visits to TASS Training**

- **Eliminates future support to TRADOC Quality Assurance (QA) Cells**

- **Adversely impacts TRADOC ability to manage ADRS implementation**

- **Reduces TRADOC's AC/RC integration efforts**

- **Ability to act as TRADOC Executive Agent for implementation and execution of TASS will be degraded**

- **Resulting degradation of TASS will reduce the Army's ability to achieve and maintain 85% DMOSQ.**

Training Development Issues

- DCSED is sending a request for assistance to the DCST

- Focusing on training development issues that impede training execution

- Issues are TATS course lengths, management of errata sheets, course implementation dates, and integration of distance learning modules

TATS-Courseware Implementation

As of 15 MAY 01

Total Courses to Convert	Analysis /Redesign Completed	Course Development Completed (Commandant Approved)	TATS-C POIs Approved by NGB /USARC / TRADOC (TOMA)	Ready to Teach - RTT (Teach in 12-18 Months)
418	416	397	318	315

GOAL:

89% COMPLETE BY 4TH QTR, FY01

99% COMPLETE BY 4TH QTR, FY02

TATS Course Development Process

- 5 year planning and execution timeline

- Individual Training Plan (ITP) is developed and verified with
Course Administrative Data (CAD) for each new course

- Proposed course structure is sent to USARC/NGB for approval

- Proponent approved POI sent to TRADOC for approval

- Course distributed for validation and loaded on ATRRS

- POI loaded on Reimer Digital Library for electronic distribution

The Army Distance Learning Plan (TADLP) Execution Goals

- **TADLP Goals:**

  - **525 Courses slated for redesign to DL by FY2010**
    - **Sharable Courseware Object Reference Model (SCORM) compliant**

  - **850 TADLP & Digital Training Technology Program (DTTP) DTFs planned for 95% coverage of the Army (AC & RC)**
    - **Full Interconnectivity & Capability**

  - **Deployed Training & Real Time Simulations under development**

Execution of the Plan to Date

Courseware:

- **92 DL modules currently on ATRRS**
- **101 Program courses funded**
- **11 Completed unit DL products**
- **21 Courses finished**
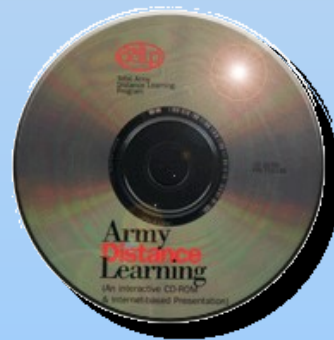
RC Pre-SMDR Process Update

❑ **Consolidated Working Training Requirements Arbitration Panel / Regional Training Coordination Conference (CWTRAP/RTCC)**

➢ All seven TASS regions conducted CWTRAP/RTCC between 23 APR – 18 MAY 2001

➢ 21 MAY 2001 ODCSED conducted CWTRAP/RTCC AAR with participants from NGB, USARC and DCST (TOMA)

➢ Bottom Line: the concept of consolidating the WTRAP and RTCC is valid. The consolidation saves 5-7 days of TDY expense per participant and begins to maximize the efficiencies within the Training Management Life Cycle

RC Pre-SMDR Process Update

❑Trends across all Regions: need to increase the level of participant preparedness, training, and understanding of the Training Management Life Cycle

➢ ODCSED continues working with NGB and USARC to develop policy and a training strategy that addresses identified shortcoming. ODCSED objective is to institutionalize the RC Pre-SMDR process.

RC Pre-SMDR Process Update

❑ **National Training Coordination Conference (NTCC), 16-20 JUL 2001, Reno, NV**

➢ NTCC being modified as a ODCSED hosted forum for short-range training coordination and long-range training planning

➢ NGB's Institutional Training Workshop (ITW) and USARC's Institutional Training Support Workshop (ITSW) merge together in the short range portion of the NTCC

➢ Full incorporation of the ITSW is scheduled for FY02 due to earlier execution and fiscal constraints

RC Pre-SMDR Process Update

➢ Required SMDR work of the NTCC is conducted within proponent breakouts

➢ TIE Involvement: provide representation for information collection and collaboration; May be required to provide equipment i.e. projection systems

➢ Conference information on TASS website; Agenda and issue papers will be posted NLT 19 JUN 2001

TITLE XI PROGRAM ASSESSMENT

- **Annual Requirement due DCSED 1 DECEMBER, report thru 30 September**
- **Conduct and assessment of the effectiveness of the program within AOR**
- **Note improvements in the training of supported units**
- **Overall impact on accreditation**
- **Include results of Housing Survey and quality of life trends**

TRADOC Quality Assurance Program

⇨ **Phase 1 (Oct 2001) : CG, TRADOC-directed Transformation Initiative to begin accreditation of TRADOC proponent schools**

✓ **Focus on POIs, personnel (faculty), and infrastructure**

✓ **CAC accredits Leader Development; Accessions Command, IET**

✓ **Include military and civilian educators on accreditation teams**

✓ **Not just inspections; teams will provide staff assistance**

✓ **Will apply to both branch schools and TASS Training Battalions**

09/05 **Requires no change to current TASS accreditation**

TRADOC Quality Assurance Program

⇨ **Phase 2 (Oct 2003) : As TRADOC transforms, Quality Assurance Offices are embedded in each new element that stands up**

✓ **HQ TRADOC has oversight, guidance, and policy responsibility**

✓ **Center-level (CAC, Accessions) continues to accredit proponents**

✓ **Proponents continue to accredit TASS Battalions**

✓ **DCSED and TXI Program management integrated at HQ level**

✓ **TIE assets and some TXI personnel integrated at center-level**

The Army School System Media Campaign

- **Annual/Progress Report**
    Available for distribution 30 July 01

- **National Guard Association of the United States Conference**
    25-28 Aug 01 – Indianapolis, Indiana

- **Association of the United States Army (AUSA) Conference**
    6-8 Oct 01 – Washington, D.C.

- **Infomercial/E-Card**
    Available for distribution 30 Sept 01

TRADOC Beret Guidance

- **TRADOC Title XIs will be issued berets when the host installation issues berets**

- **Each installation's CSM is responsible for training soldiers on the aspects of wearing the beret**

- **Berets are organizational headgear; soldiers can not don the beret until the beret has been issued to them and they have been properly trained**

- **Headgear for visitations/accreditations will be same as unit being visited**

- **TRADOC HQ will don berets on 14 Jun 01**

77F RECLASSIFICATION TRAINING

BACKGROUND

• **The Number of Reserve Component (RC) students training at Fort Lee continue to present soldier support challenges**

• **All Phase II 77F reclassification training has historically been done at Ft. Lee**

• **RC Reclassification training competes with AIT classes for limited resources at Ft Lee**

• **No new billeting construction dollars**

FACTS

- 15, 811 Authorized 77F positions (AC, USAR, and ARNG)
- 8,104 of these positions are in the RC (USAR 7,376, ARNG 728)
- 1,196 (15%) are assigned to RC pipeline units
- An average of 915 RC soldiers per year attend Phase II 77F reclassification training at Ft. Lee each summer
- Pipeline Terminal equipment is located at Fort Lee, Fort Pickett, VA and Sierra Army Depot, CA
- All other equipment required for 77F reclass

OPTIONS

- **Short Term:**
  - **Conduct 77F PHASE II training at locations other than Ft. Lee where IPDS equipment is located such as Ft. Pickett and Sierra Army Depot (Approved by QM school)**

- **Long Term:**
  - **Conduct both PHASE I and PHASE II 77F reclassification training regionally**
  - **Implement tracked training for the IPDS portion of the 77F reclassification POI for the RC**
  - **Train IPDS equipment via computer based instruction   (DCST working)**

ADVANTAGES of TRACKED TRAINING

- **Reduces competition for limited resources at Ft Lee.**

  - A Reduction of approximately 915 training seats per year for RC 77F reclassification training

- **Tracked training and computer based instruction will reduce the overall cost of 77F reclassification training.**

  - $338,550 is the average cost avoidance for 915 training seats

    (915x2daysx$185per day)

RECOMMENDATION

The Quartermaster School develop a tracked training POI for RC 77F Petroleum Distribution Specialist reclassification to assist Fort Lee with support challenges

TRACKED TRAINING ADVANTAGES

- Minimizes constraints due to equipment availability
- Efficiency is gained in Phase II (Annual Training) POI time required (12 days vs. 14 days)
- Allows Phase II reclassification training closer to the soldier and provides for alternate training locations
- Tracked training will provide the Reserve Components a cost avoidance of $593,110
- Number of Reserve Component (RC) man days used for pipeline training in TY00 was 1307(RC) + 296(ARNG) X 2(days) = 3206 man days (approx. cost is $593,110)
- Number of man days used for Initial Entry (IET) pipeline training in TY00 was 1970(AC) + 221(RC) + 262(ARNG) * 2(days) = 2453 man days (approx. cost is $151,963)
- Approximate cost for 5659 man days is $745,073

CHALLENGES At FORT LEE

Equipment: (pump issues, working, or not working)

– POI issue ref. Tactical Petroleum Terminal (TPT) equipment availability

– Equipment not always functioning properly at Fort Lee

– Reclassification students being removed from equipment to allow AIT students access

Messing: (scheduling and priority issues)

– Reclassification students are moved out of order to allow AIT students priority

– This has resulted in lost training time and reclassified soldiers that have not completed the entire POI

Facilities

- **Short Term**
  - Better management of assets
  - Place over flow students in safe, quality, off post housing
  - Redirect training to sites with available on-post housing

- **Interim Fixes**
  - Better prior planning of student loads and available housing
  - Use prefab housing on the installation

- **Long term fixes**
  - Construct adequate facilities for RC
  - POM for MILCON dollars

TR 350-18 Update

- DCSED staff continues the internal review process of this regulation

- We expect the closure of the staffs review NLT 15 June 2001

- Upon completion of the review, DCST, TIE's, USARC, and NGB will be given an opportunity for a final review

TASS Strategic Plan

- Begin "futuring" process to identify TASS Doctrinal, Training, Leader Development, Organizational, Material, and Soldier Development (DTLOMS) mission requirements

- Enhance Army readiness through a fully-integrated educational system

- Focus on identifying strengths, weaknesses, opportunities, and threats to TASS while reviewing goals and objectives

- Must link the TASS Strategic Plan to TRADOC/Army Transformation from the onset

NCOES - COMMON CORE

FY00/01 "Crawl"

- Common Core at Proponent School

- PERSCOM does scheduling

- TASS Bnscontinue current operations

PURPOSE:

- Single standard common core

- Attend close to home station

- Facilitate future changes to NCOES

FY04 "Run"

- Full implementation across The Army

  ✓ DL/Resident Mix
  ✓ Fully leverage RC TASS

- Support future changes to Basic/Advance levels of NCOES

FY02 "Walk"

- Conduct pilot tests

Ft Lewis - TASS facility
Ft Jackson - TASS facility
USAREUR - DL delivery
USARPAC - TASS facility

- Majority will go to the proponent for both phases of training

FY03 "Walk"

- Expand to major student population areas:

Ft Hood
FtBragg

- Locate TASS structure near installation or DL

- Structured SD concept

GOALS AND OBJECTIVES

- **<u>Leverage</u> and <u>optimize utilization</u> of all allocatedresources**
- **Provide <u>Common Core Training</u> for A/BNCOC to AC   soldiers and Regional USAR/ARNG soldiers**
- **Provide a flexible, <u>customer based approach</u>, with   multiple methods of delivery oriented to meet the   training need of a given audience**

GOALS AND OBJECTIVES

• **Establish the ability to provide <u>on time</u>, <u>on demand</u>   regional functional training with Plug and Play   capability for the 1SG and the BSNCOC**

• **Increase <u>Component Awareness</u> by training all**

soldiers to the same standard, in the same
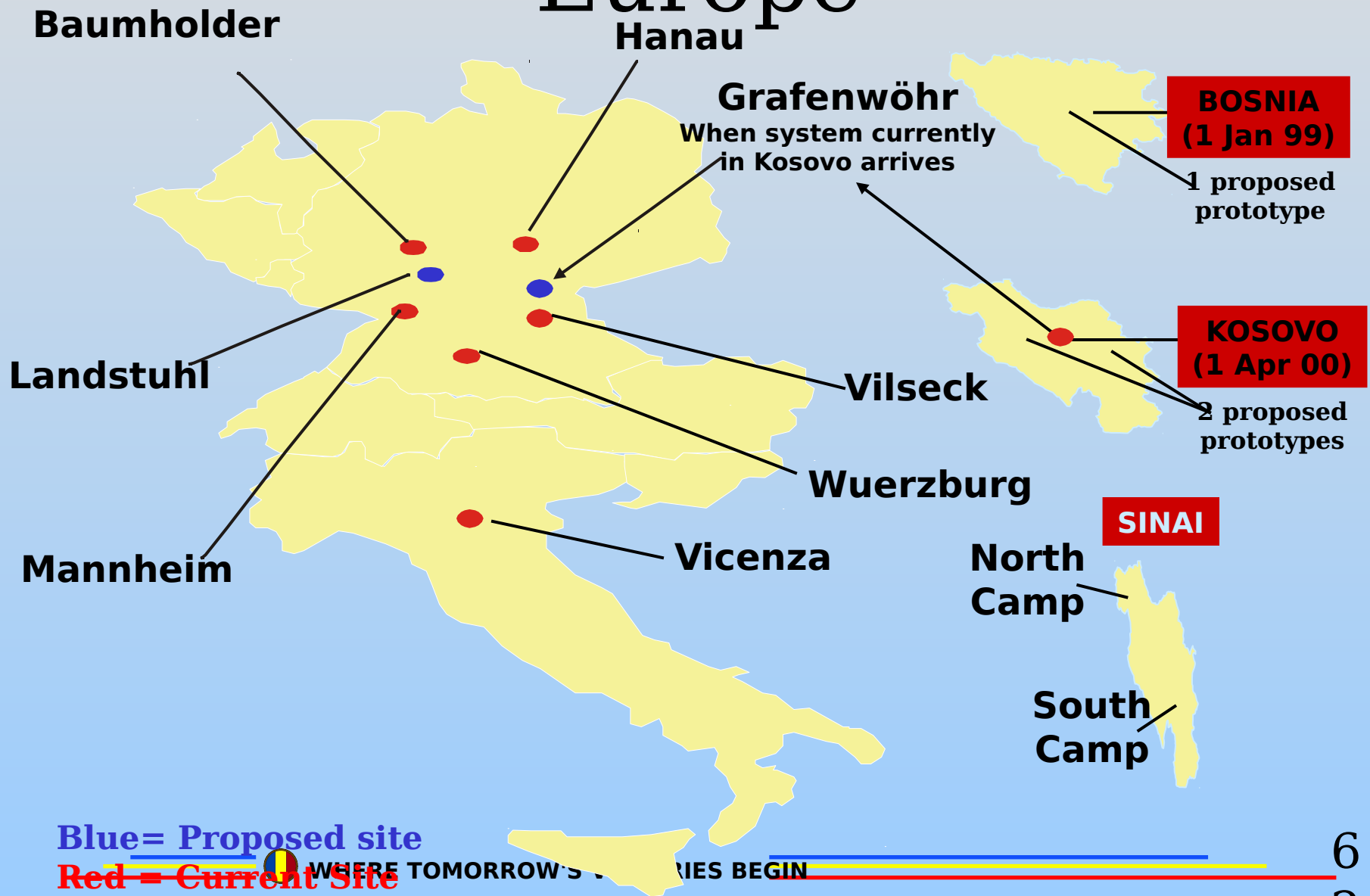
classroom (A/BNCOC)

USAREUR

Train the soldiers at home station

POI conversion by FT Indian Town Gap

DL Broadcast from the &7th ATC to 6 i in TEST Concept 2nd Quarter FY-02

WHERE TOMORROW'S VICTORIES BEGIN

DL Training Sites in Europe

Baumholder

Hanau

Grafenwöhr
When system currently in Kosovo arrives

BOSNIA (1 Jan 99)

1 proposed prototype

Landstuhl

Vilseck

KOSOVO (1 Apr 00)

2 proposed prototypes

Wuerzburg

SINAI

Mannheim

Vicenza

North Camp

South Camp

Blue= Proposed site
Red = Current Site

WHERE TOMORROW'S VICTORIES BEGIN

6
2

09/05

USARPAC

• **Execute all NCOES courses AT 25ID NCOA until the HIARNG facilities are completed (joint effort by all 3 compos)**

• **Program the execution of Phase I Common Core at the 25th ID NCOA - will not affect IDT courses**

• **When HIARNG facilities are available , establish Joint Partnership for the execution of A/BNCOC at the NG facilities**

• **The 25th ID will provide facilities and limited support for the execution of 2 RC PLDC classes**

• **RC Soldiers will be provided seats in the DL 1SG and BSNCOC as required**

USARPAC 2ND QUARTER FY02 EXECUTION

PLDC

- 9 AC Classes Per FY/144 students pe

- 2 RC Classes Per FY/144 students pe

ANCOC/BNCOC

5 BNCOC Classes Per FY/ 36 students per class

ANCOC Classes Per FY/ 18 students per class

ALASKA PROPOSAL

Considerations:

- Combining AC/RC under one school

- One standard for all

- Filling seats

- Manning requirements

- Cost effectiveness

- Implementation

FT JACKSON VISION

Establish an NCOES that facilitates the training of all 3 components in a True Army Learning Environment

FT JACKSON OBJECTIVES

- **Training AC students in BNCOC & ANCOC common core in FY 01 and beyond**

- **Train AC students in 1ˢᵗ SGT course in FY 01 & beyond**

- **Grow to support future TRADOC transformation goals**

FT LEWIS

• **Currently, two NCOES academies coexist at Ft Lewis -- One AC Academy under I Corps and one USAR academy under the 104th DIV-IT.**

• **Corps Academy is tasked to teach a 30-day PLDC to regional AC/AGR soldiers from Ft Lewis and Ft Carson.**

• **104th NCOA is tasked to deliver Primary Leadership Development Course (PLDC) A/BNCOC to Reserve soldiers in an ADT mode, usually in 14 days. Student population comes from**

FT Lewis Proposal

• A fully accredited, integrated (students/instructor) Regional NCOES Center of Excellence providing an efficient and effective delivery of NCOES

• Establish a new standard organizational framework that leverages resources "US ARMY FORT LEWIS NCO ACADEMY" will reduce the allocated manpower while providing academic and

WHERE TOMORROW'S VICTORIES BEGIN

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WHERE WE CAN IMPROVE

- **Quota Utilization**

- **Instructor Certification**

- **Accreditation of Proponent Schools**

- **POI/TATS-C Development/implementation process**

- **Enforcement of Pre Execution Checklist (PEC)**

- **Title XI Training Program**

What We Need From You

- **Ensure timely submission of accreditation reports**

- **Work with TASS community on getting students to classes**

- **Responsibilities with MOUs/MOAs – goal is to have all completed at beginning of each FY**

- **Tell TASS story at every opportunity**

- **Sponsorship program/Title XI program**

WHERE TOMORROW'S VICTORIES BEGIN

- **Support COA and implementation for**

What We Can Do For You

- **Provide FY02 guidance**

- **Centralize and consolidate issues**

- **Administrative support**

- **Feedback on issues from SIGACTS**

- **Monthly point to point VTC or conference call**

- **Your recommendations?**

WHERE TOMORROW'S VICTORIES BEGIN